# January 2018

Dear Applicant

# Post as Head of Modern Foreign Languages (TLR 2c £6,515)

Thank you for your interest in this key post as a permanent full time Head of MFL which is available from 1 September 2018. The post arises as the result of the current post holder moving to a post closer to their home.

St Mary Redcliffe and Temple is a successful and heavily oversubscribed 11-18 co-educational, Church of England, comprehensive school of over 1650 students, serving families from the whole of greater Bristol and beyond. We are located at the heart of the city and have a diverse student community with considerable parental support. 48% of students in the main school are from black and minority ethnic backgrounds and 15% of students have been recorded as being entitled to free school meals (Ever6). We educate relatively high numbers of Children in Care. Our diversity is a strength and something we celebrate. **The** Redcliffe Sixth Form Centre currently houses around **600** students taken from our own school and from many other schools across the City.

The School is proud of its academic record and **84%** of GCSE grades were at grade C/Level 4 or above (up from 78%). **87% of students achieved a Level 4 or above (equivalent to a C) in English and Maths.** Sixth form results are also high with a 99% pass rate and 81% at grade C or above. 32% got A\* and A grades (up 5%). Most sixth form students continue on to Higher Education, including 9 taking up Oxbridge places.

The School was judged in January 2012 and again in April 2015 to be outstanding by Ofsted in each and every category. Ofsted judged Leadership and Management, Behaviour and Safety of Pupils, Quality of Teaching, Achievement of Pupils, and Sixth Form Provision, all as Outstanding. We were judged outstanding in three church school (SIAMS) inspections (2007, 2012 and March 2017).

Ofsted remarked that “Church school status makes an important and distinctive contribution to the school’s exceptionally positive values and beliefs. Leaders and the highly effective governing body ensure that students’ spiritual, moral, social and cultural development are given the highest possible priority.” “The promotion of students’ spiritual, moral, social and cultural education is extremely impressive and contributes enormously to the welcoming ethos of the school. Equality of opportunity is vigorously promoted; discrimination in any form is not tolerated. Students are highly reflective about matters of faith and personal responsibility; their social awareness is remarkably perceptive.”

We are a National Support School (since July 2013) and a National Teaching School (since March 2014). I am a National Leader in Education. The 2015 Ofsted comments capture our passionate commitment to providing opportunity for all staff to develop. “Staff are encouraged to develop leadership roles, including working with, and helping to improve, other local schools. All leaders contribute extremely well to improving teaching and learning.” “The school invests heavily and

productively in ensuring that staff and leaders have every opportunity to develop their expertise for the benefit of students. Professional development for staff is extremely well planned and implemented; it is linked closely to teachers’ targets for improvement.”

Our Christian ethos is at the centre of our distinctiveness and success. We believe that daily worship helps us get our priorities right. The School has a clearly identified set of values that are reflected in our pastoral and curriculum practice. The School is committed to developing students as whole people and lifelong learners. To facilitate this St Mary Redcliffe and Temple School has developed the Alive model, which seeks to develop competencies, values and skills in our students to support their development as ‘fully alive’ learners. The role of the tutor is key and teachers are expected to be tutors in one of our Houses in the main school. Students in Years 8-11 are in mixed age tutor groups, which contribute to the ‘family’ atmosphere of the School.

The School was fortunate to be part of ‘Building Schools for the Future’ Wave 4 and we moved into a significant new block in early November 2010. This houses Music, ICT, Technology, Science, Art, English, Maths, Learning Resource Centre, PE and staff facilities. In addition we have a sports hall, as well as a gym and a swimming pool. Humanities and Languages are housed in a refurbished 1980s building which is also the base for Year 7 students. We also have a large Sixth Form block.

The Languages Faculty is made up of 7 staff, some of whom are part-time and some of whom have other responsibilities within the school. All are successful, committed teachers who enjoy working collaboratively and have a strong track record of high achievement and engaging teaching and learning. The subject is taught in a specialist suite of rooms with excellent ICT facilities, data projectors in every room and a dedicated ICT suite. Teaching and learning are at the heart of what we do and the team is characterised by high standards and a willingness to develop as professionals through sharing our good practice with one another in a mutually supportive environment. By using the 'wave' method, we currently teach alternate years French and German and therefore maintain diversity and equal strength between the two languages.  All students learn a second language in Year 9 and can choose which language to take to GCSE. We are open to introducing some Spanish provision to KS3/4 if that is part of the skill set of the successful applicant. The effectiveness of this approach is demonstrated by the popularity of Languages across the Key Stages and by our excellent examination results: for example, in 2017, 75% of students achieved a C grade or above at GCSE, with nearly a third of entries achieving A grades.

The success of the department meant that we expanded our provision of languages teaching in 2014 to include Spanish at A Level, including previously a fast track GCSE course for sixth form students, and these courses attract students from other schools to our sixth form. The current Second in Department (TLR 2a) leads on Spanish, and also has responsibility for English as an Additional Language (EAL), which includes supporting students who are taking exams in their home language. The department is supported by an experienced Faculty Administrator, and we employ French, German and Spanish Foreign Language Assistants between October and May each year.

This is an exciting opportunity for an appropriately qualified candidate who has the ability to teach two languages to GCSE and one language to A Level (French, German, Spanish). We are looking for someone with an enthusiasm for well thought through curriculum development and a grasp of how to help staff understand and build on students’ prior knowledge to maximise progress. We would welcome a colleague with a passion for language teaching who loves to see students of all abilities enjoying the subject, learning actively and making rapid progress. We want a reflective practitioner able to share best practice, enhance and develop existing systems and inspire a team. Ideally you would take an active role in developing extra-curricular activities, in particular language trips/visits. We are seeking to appoint a candidate with effective leadership skills who can teach across all key stages.

The closing date for receipt of application forms by my PA is as advertised, i.e. by 10am Monday 19 February 2018. When providing details of your referees you must include their e-mail address. Please return your application form and separate additional sheet (and a Teaching Experience Sheet) by email direct to **jobs@smrt.bristol.sch.uk**.

Interviews will be scheduled during week commencing 26 February 2018 (likely to be Monday 26 February 2018). If you have not heard from us by the end of March 2018, please assume that your application has been unsuccessful on this occasion. Due to the large number of applications we receive for most of our posts we are unable to provide feedback on unsuccessful applications.

Yours sincerely



Elisabeth Gilpin

Headteacher